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Labor Relations in Maine 1988

Maine Department of Labor

Maine Bureau of Labor Standards

Maine Research and Statistics Division

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BUREAU OF LABOR STANDARDS

Research and Statistics Division

LABOR RELATIONS IN MAINE, 1988

During 1988, a total of 23 major contracts covering nearly 15,151 workers were negotiated in Maine. Two contracts were still being negotiated at the year's end. A major agreement is defined as one which covers at least 100 workers. There were 67 such contracts in effect during the year, involving more than 35,100 workers. Four of the agreements were extensions of contracts scheduled to expire in 1988.

The new agreements resulted in an average increase in wages of 3.0 percent for calendar year 1988 with the same average over the life of the contracts. This is a significant "current year" increase from contracts negotiated in 1987. Last year, new agreements averaged 2.3 percent. Deferred adjustments from these earlier contracts averaged 2.9 percent for 1988 with a 2.7 percent average over the life of the contract.

The number of new agreements with no increase in wages was less than one-quarter of the 1987 figure. Last year there were fourteen such contracts; this year, five were signed. Combined with seven similar contracts from earlier years, there were twelve "no wage change" contracts in effect, covering approximately 4,200 members. Six of these contracts did contain bonuses. Five of the bonuses are for a fixed dollar amount, ranging from \$200 to \$1,250 (average \$665.60). One was based on a percentage of earned income. There was one contract with a decrease in wages.

Construction, with six contracts involving 3,287 workers, was the industry with the most activity, followed by the Paper industry with five agreements covering 2,033 workers. Textiles (three agreements covering 789 workers) was the only other industry with more than two contracts negotiated.

Looking ahead to 1989, bargaining activity is projected to be a little below average. There are 18 contracts scheduled for renewal, involving over 10,000 workers. The Paper and Construction industries each have four agreements, involving over 5,200 workers in total.

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Wage Adjustments in Major Collective Bargaining Agreements
in Private Industries, Maine, 1988

	<u>Number</u>	<u>Average 1988 Adjustments</u>	<u>Average Over Life of Contract</u>	<u>1988 Median Adjustment</u>	<u>Estimated Workers Covered</u>
All Contracts	67	+3.0%	3.0%	3.0%	35,111
New Settlements	23	+3.1	3.6	2.5	15,151
Deferred Adjustments	44	+2.9	2.7	3.0	19,960

	<u>All Contracts</u>		<u>New Settlements</u>		<u>Deferred Adjustments</u>	
	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>
All Contracts	67	35,111	23	15,151	44	19,960
Decrease	1	658	1	658	-	-
No Change	12	4,172	5	1,511	7	2,661
(Bonuses)	(6)	(1,707)	(4)	(957)	(2)	(750)
Increase Under 2 Percent	5	3,536	2	1,659	3	1,877
2 to Under 3 Percent	14	13,156	7	8,134	7	5,022
3 to Under 4 Percent	15	6,400	4	1,338	11	5,062
4 to Under 5 Percent	10	3,831	-	-	10	3,831
5 Percent or More	8	2,769	4	1,851	4	918
Still in Negotiations	2	589	-	-	2	589

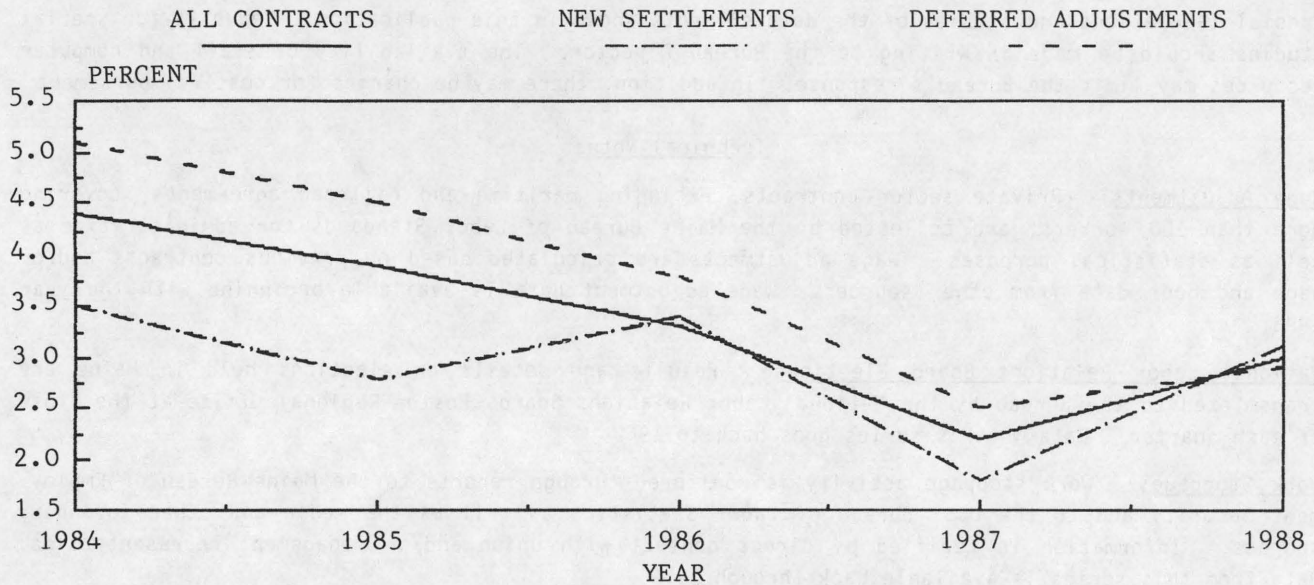
Major Collective Bargaining Agreements
Negotiated 1988 and Scheduled 1989
By Industry

	<u>Negotiated 1988</u>			<u>Scheduled 1989-</u>	
	<u>Number</u>	<u>Average Adjustments</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>
All Contracts	23	+2.9%	15,551	18	10,051
Construction	6	+3.3	3,287	4	1,226
Manufacturing	15	+1.0	11,084	12	5,774
Food	*	*	*	2	264
Textiles	3	2.4	565	3	791
Apparel	*	*	*	-	-
Lumber & Wood	*	*	*	2	579
Paper	5	-2.4	2,033	4	3,980
Other Industry Divisions	2	18.0	780	2	3,051

- no data

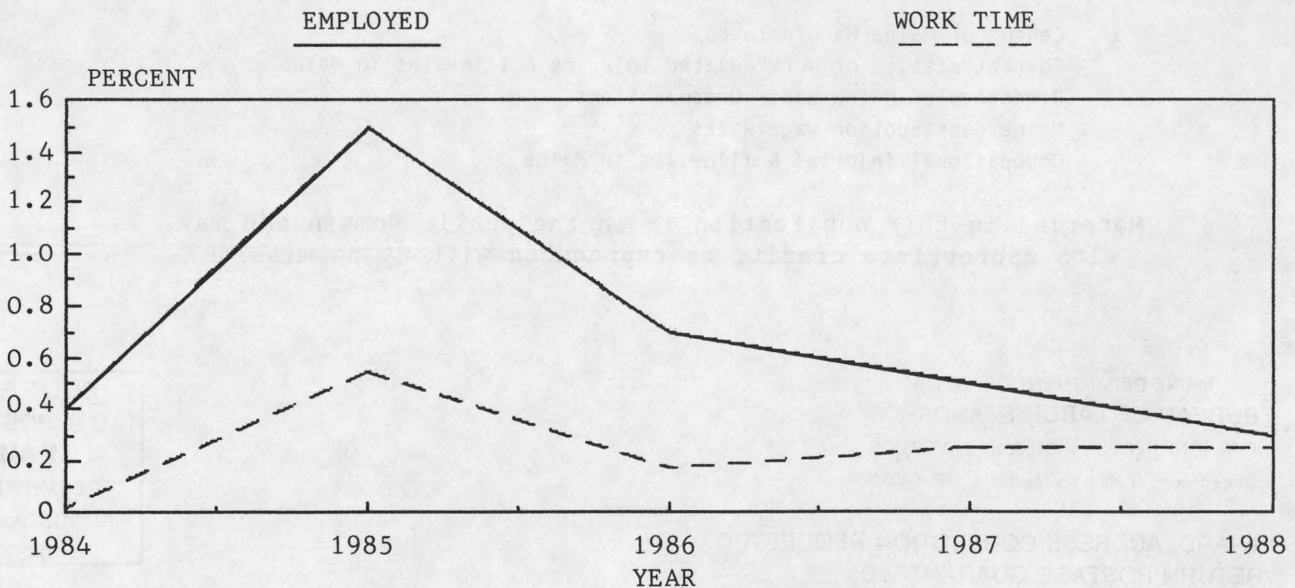
* suppressed due to confidentiality

WAGE ADJUSTMENTS IN MAJOR COLLECTIVE BARGAINING
AGREEMENTS, PRIVATE SECTOR, MAINE, 1984-1988



During 1988, there were four work stoppages in effect, involving 1,440 workers and resulting in an estimated 275,000 idle workdays. Two of the stoppages were related to major contracts. Wage adjustments were the major factor in two cases. Cuts in overtime pay, unsafe working conditions, and retirement provisions were other complaints of note.

PRIVATE SECTOR WORK STOPPAGES AS A PERCENTAGE OF
EMPLOYMENT AFFECTED AND WORK TIME LOST, MAINE, 1984-1988



There were eight National Labor Relations Board certification elections during 1988. These elections involved 182 workers (only about two percent of the private sector work force). The union won and was certified in four cases, which was about the average of the previous year but much higher than the preceding five years (48 percent). There were six decertification elections held; the unions won three and lost three. In one case the union voluntarily withdrew from representation.

NATIONAL LABOR RELATIONS BOARD
Union Certification Elections Closed
Maine, 1984-1988

Year	All Elections			Elections Won					Elections Lost				
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes For	Votes Against	Number	Eligible to Vote	Total Votes	Votes For	Votes Against
1984	17	1,147	1,026	6	92	87	67	20	11	1,055	939	291	648
1985	14	1,218	1,129	3 ¹	20	20	15	4	11	1,198	1,109	403	646
1986	12	1,008	927	7	245	236	164	68	5	763	691	245	444
1987	15	830	689	8	262	257	149	108	7	568	398	124	274
1988	8	182	173	4	147	138	79	49	4	35	35	9	24

NATIONAL LABOR RELATIONS BOARD
Decertification Elections Closed
Maine, 1984-1988

Year	All Elections			Elections Won					Elections Lost				
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes For	Votes Against	Number	Eligible to Vote	Total Votes	Votes For	Votes Against
1984	4	349	310	3	199	182	120	62	1	150	128	42	86
1985	1	38	38	-	-	-	-	-	1	38	38	11	25
1986 ⁴	-	-	-	-	-	-	-	-	-	-	-	-	-
1987 ⁴	1	-	-	-	-	-	-	-	-	-	-	-	-
1988 ⁴	7	329	317	3	179	177	103	72	4	150	140	60	80

WORK STOPPAGES
All Private Sector Industries by Year
Maine, 1984-1988

Year	Stoppages			Workers Involved			Worker Days Idle, Stoppages In Effect During Year	
	Beginning in Year		In Effect During Year	Beginning in Year	In Effect During Year	Percent of Total Employed	Number	Percent of Estimated Work Time ²
	Number	Average Duration ³						
1984	3	14	4	1,204	1,235	0.4%	16,741	.02%
1985	5	72	5	5,780	5,780	1.5	544,400	.55
1986	5	54	5	2,528	2,528	0.7	172,667	.17
1987	5	56	5	1,935	1,935	0.5	264,627	.25
1988	2	15	4	39	1,440	0.3	274,851	.25

1. Includes multi-union election(s). 2. Estimated Work Time is the employment multiplied by the total working days during the year. 3. As of end of year. 4. Includes voluntary withdrawal by union.

Union and association membership in 1988 was 80,646, a decrease of 717 (10.9 percent) from the 81,363 figure of 1986. There was a small increase among unions which primarily cover the public sector, which gained 128 (0.4 percent) members. Unions which primarily cover the private sector showed a decrease (953 members or 2.1 percent). This is a continuation of a decline which appeared to have ended in 1987. Women comprise about 30 percent of the overall union membership, with 65 percent of them belonging to unions which cover state and local government.

While union membership experienced a modest decrease, employment was up 4.6 percent. Therefore, the percent of the work force represented by organized labor continued to drop, moving down to 15.3 percent from 16.1 percent. The rate for private industry union membership experienced a similar decline, dropping from 11.2 percent to 10.4 percent. The public sector rate also experienced a decrease, due to employment growth outpacing the increase in membership.

Union Membership
All Workers, by Year,
1984-1988

Year	Total Membership	AFL-CIO Unions		Non-Affiliated Unions		Percent of Labor Force Organized		Percent of Employment Organized	
		Number	Percent	Number	Percent	ME	U.S.*	ME	U.S.*
1984	86,140	54,321	63.1%	31,819	36.9%	15.6	16.1	16.6	19.4
1985	82,621	51,198	62.0	31,423	38.0	14.9	NA	16.6	NA
1986	80,848	49,439	61.2	31,409	38.8	14.4	NA	15.2	NA
1987	81,363	47,352	58.2	34,011	41.8	14.3	NA	14.9	NA
1988	80,646	50,688	62.9	29,958	37.1	13.4	NA	14.0	NA

*Union Sourcebook, 1985: Industrial Relations Data Information Services, West Orange, NJ

Union Membership
Non-Federal Workers, by Year,
and Ownership,
Maine, 1984-1988

Year	Total Non-Federal			Private Industry			State & Local Government -		
	Members	Employment	Percent	Members	Employment	Percent	Members	Employment	Percent
1984	82,104	427.1	19.2%	51,198	361.5	14.2%	30,906	65.6	47.1%
1985	78,890	435.2	18.1	48,469	368.0	13.2	30,421	67.2	45.2
1986	77,103	454.1	17.0	46,558	385.6	12.1	30,545	68.5	44.6
1987	77,425	479.7	16.1	45,638	408.9	11.2	31,787	70.8	44.9
1988	76,600	501.9	15.3	44,685	429.8	10.4	31,915	72.1	44.3

Union Membership
All Workers, by Sex,
Maine, 1988

	Total		Federal		State & Local		Private Sector-	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	80,646	100.0%	4,046	100.0%	31,915	100.0%	44,685	100.0%
Male	56,278	69.8	3,216	79.5	16,121	50.5	36,941	82.7
Female	24,368	30.2	830	20.5	15,794	49.5	7,744	17.3

Special Studies

The Research and Statistics Division of the Bureau of Labor Standards has the ability to produce special tabulations and studies of the data elements shown in this publication. Requests for special studies should be made in writing to the Bureau Director. The availability of staff and computer resources may limit the Bureau's response. In addition, there may be charges for cost reimbursement.

Technical Notes

Wage Adjustments: Private sector contracts, excluding maritime and railroad agreements, covering more than 100 workers, are collected by the Maine Bureau of Labor Standards for administrative as well as statistical purposes. Wage adjustments are calculated based on previous contracts and/or wage and hour data from other sources. Wage adjustment data is available beginning with the year 1983.

National Labor Relations Board Elections: Results and details on elections held in Maine are transmitted to the Bureau by the National Labor Relations Board, Boston Regional Office at the close of each quarter. Data in this series goes back to 1962.

Work Stoppages: Work stoppage activity is monitored through reports to the Maine Bureau of Employment Security and to the U.S. Bureau of Labor Statistics as well as the media and other secondary sources. Information is verified by direct contact with union and/or management representatives. Data from this series is available back through 1959.

Union Membership: Membership data is collected through the annual Survey of Labor Organizations, which includes information on union and local officials, elections, employers having agreements, and membership. Some of this information is also published in the Directory of Maine Labor Organizations. This information is available beginning with calendar year 1978.

Employment Data: Employment data is received from the Maine Bureau of Employment Security, Division of Economic Analysis and Research. This information is used to estimate the employment figures in this publication. Any errors in calculation or use are the responsibility of the Bureau of Labor Standards.

Other Annual Publications Available

Census of Maine Manufactures
Characteristics of Work-Related Injuries & Illnesses in Maine
Directory of Maine Labor Organizations
Maine Construction Wage Rates
Occupational Injuries & Illnesses in Maine

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